



WAGE DETERMINATION NO: 94-2023 REV (19) AREA: AZ,PHOENIX

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2023

Revision No.: 19

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State: **Arizona**

Area: **Arizona** Counties of Apache, Coconino, Gila, **Maricopa**, Navajo, Pinal, Yavapai

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	8.23
Accounting Clerk II	9.08
Accounting Clerk III	10.38
Accounting Clerk IV	11.65
Court Reporter	10.90
Dispatcher, Motor Vehicle	10.90
Document Preparation Clerk	9.11
Duplicating Machine Operator	9.11
Film/Tape Librarian	9.97
General Clerk I	6.66
General Clerk II	7.78
General Clerk III	9.11
General Clerk IV	9.94
Housing Referral Assistant	12.06
Key Entry Operator I	8.02
Key Entry Operator II	9.11
Messenger (Courier)	6.66
Order Clerk I	8.75
Order Clerk II	12.19
Personnel Assistant (Employment) I	8.87
Personnel Assistant (Employment) II	10.35
Personnel Assistant (Employment) III	11.58
Personnel Assistant (Employment) IV	12.91
Production Control Clerk	12.06
Rental Clerk	9.97
Scheduler, Maintenance	9.97
Secretary I	9.97
Secretary II	10.90
Secretary III	12.06
Secretary IV	13.95
Secretary V	17.13
Service Order Dispatcher	9.97
Stenographer I	8.87
Stenographer II	9.97
Supply Technician	13.95

Survey Worker (Interviewer)	10.90
Switchboard Operator-Receptionist	8.68
Test Examiner	10.90
Test Proctor	10.90
Travel Clerk I	8.98
Travel Clerk II	9.70
Travel Clerk III	10.42
Word Processor I	10.54
Word Processor II	10.86
Word Processor III	12.03
Automatic Data Processing Occupations	
Computer Data Librarian	10.57
Computer Operator I	9.34
Computer Operator II	11.82
Computer Operator III	14.00
Computer Operator IV	16.90
Computer Operator V	18.42
Computer Programmer I (1)	13.64
Computer Programmer II (1)	16.25
Computer Programmer III (1)	18.89
Computer Programmer IV (1)	22.85
Computer Systems Analyst I (1)	20.44
Computer Systems Analyst II (1)	24.06
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	10.78
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	17.37
Automotive Glass Installer	15.63
Automotive Worker	15.63
Electrician, Automotive	16.50
Mobile Equipment Servicer	13.37
Motor Equipment Metal Mechanic	17.37
Motor Equipment Metal Worker	15.63
Motor Vehicle Mechanic	17.37
Motor Vehicle Mechanic Helper	12.16
Motor Vehicle Upholstery Worker	14.59
Motor Vehicle Wrecker	15.63
Painter, Automotive	16.50
Radiator Repair Specialist	15.63
Tire Repairer	12.92
Transmission Repair Specialist	17.37
Food Preparation and Service Occupations	
Baker	11.30
Cook I	9.77
Cook II	11.30
Dishwasher	6.37
Food Service Worker	6.37
Meat Cutter	11.30
Waiter/Waitress	7.22
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	16.50
Furniture Handler	9.89
Furniture Refinisher	16.50
Furniture Refinisher Helper	12.16
Furniture Repairer, Minor	14.59
Upholsterer	16.50
General Services and Support Occupations	
Cleaner, Vehicles	6.37
Elevator Operator	6.37
Gardener	9.77

House Keeping Aid I	5.52
House Keeping Aid II	6.37
Janitor	6.37
Laborer, Grounds Maintenance	7.22
Maid or Houseman	5.52
Pest Controller	10.59
Refuse Collector	6.37
Tractor Operator	8.92
Window Cleaner	7.22
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	11.12
Licensed Practical Nurse II	12.48
Licensed Practical Nurse III	13.96
Medical Assistant	9.77
Medical Laboratory Technician	9.77
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.10
Nursing Assistant II	7.98
Nursing Assistant III	8.71
Nursing Assistant IV	9.77
Pharmacy Technician	12.19
Phlebotomist	9.77
Registered Nurse I	13.54
Registered Nurse II	16.57
Registered Nurse II, Specialist	16.57
Registered Nurse III	20.05
Registered Nurse III, Anesthetist	20.05
Registered Nurse IV	24.02
Information and Arts Occupations	
Audiovisual Librarian	13.95
Exhibits Specialist I	15.53
Exhibits Specialist II	19.16
Exhibits Specialist III	23.37
Illustrator I	15.53
Illustrator II	19.16
Illustrator III	23.37
Librarian	17.13
Library Technician	10.90
Photographer I	13.47
Photographer II	15.53
Photographer III	19.16
Photographer IV	23.37
Photographer V	28.35
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.23
Counter Attendant	6.23
Dry Cleaner	7.91
Finisher, Flatwork, Machine	6.23
Presser, Hand	6.23
Presser, Machine, Drycleaning	6.23
Presser, Machine, Shirts	6.23
Presser, Machine, Wearing Apparel, Laundry	6.23
Sewing Machine Operator	8.42
Tailor	8.97
Washer, Machine	6.81
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	16.74

Tool and Die Maker	22.78
Material Handling and Packing Occupations	
Forklift Operator	11.43
Fuel Distribution System Operator	13.37
Material Coordinator	12.80
Material Expediter	12.80
Material Handling Laborer	8.39
Order Filler	10.28
Production Line Worker (Food Processing)	10.78
Shipping Packer	10.15
Shipping/Receiving Clerk	10.15
Stock Clerk (Shelf Stocker; Store Worker II)	10.44
Store Worker I	8.00
Tools and Parts Attendant	10.78
Warehouse Specialist	10.78
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.37
Aircraft Mechanic Helper	12.16
Aircraft Quality Control Inspector	20.78
Aircraft Servicer	14.59
Aircraft Worker	15.63
Appliance Mechanic	16.50
Bicycle Repairer	12.92
Cable Splicer	17.37
Carpenter, Maintenance	16.50
Carpet Layer	15.63
Electrician, Maintenance	19.99
Electronics Technician, Maintenance I	11.53
Electronics Technician, Maintenance II	19.51
Electronics Technician, Maintenance III	21.46
Fabric Worker	14.59
Fire Alarm System Mechanic	17.37
Fire Extinguisher Repairer	13.37
Fuel Distribution System Mechanic	17.37
General Maintenance Worker	15.63
Heating, Refrigeration and Air Conditioning Mechanic	17.37
Heavy Equipment Mechanic	17.37
Heavy Equipment Operator	17.34
Instrument Mechanic	17.37
Laborer	6.37
Locksmith	16.50
Machinery Maintenance Mechanic	17.37
Machinist, Maintenance	17.37
Maintenance Trades Helper	12.16
Millwright	17.37
Office Appliance Repairer	16.50
Painter, Aircraft	16.50
Painter, Maintenance	16.50
Pipefitter, Maintenance	17.37
Plumber, Maintenance	16.50
Pneudraulic Systems Mechanic	17.37
Rigger	17.37
Scale Mechanic	15.63
Sheet-Metal Worker, Maintenance	17.37
Small Engine Mechanic	15.63
Telecommunication Mechanic I	17.37
Telecommunication Mechanic II	20.78
Telephone Lineman	17.37
Welder, Combination, Maintenance	17.37
Well Driller	17.37

Woodcraft Worker	17.37
Woodworker	13.37
Miscellaneous Occupations	
Animal Caretaker	8.07
Carnival Equipment Operator	8.92
Carnival Equipment Repairer	9.77
Carnival Worker	6.37
Cashier	7.95
Desk Clerk	9.75
Embalmer	16.57
Lifeguard	8.68
Mortician	16.57
Park Attendant (Aide)	10.90
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.68
Recreation Specialist	13.51
Recycling Worker	8.92
Sales Clerk	8.68
School Crossing Guard (Crosswalk Attendant)	6.37
Sport Official	8.68
Survey Party Chief (Chief of Party)	18.60
Surveying Aide	11.03
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.53
Swimming Pool Operator	11.30
Vending Machine Attendant	8.92
Vending Machine Repairer	11.30
Vending Machine Repairer Helper	8.92
Personal Needs Occupations	
Child Care Attendant	9.75
Child Care Center Clerk	12.15
Chore Aid	5.52
Homemaker	13.51
Plant and System Operation Occupations	
Boiler Tender	17.37
Sewage Plant Operator	16.50
Stationary Engineer	17.37
Ventilation Equipment Tender	12.16
Water Treatment Plant Operator	16.50
Protective Service Occupations	
Alarm Monitor	10.12
Corrections Officer	17.99
Court Security Officer	19.14
Detention Officer	18.00
Firefighter	18.02
Guard I	6.73
Guard II	10.12
Police Officer	21.39
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	13.79
Hatch Tender	13.79
Line Handler	13.79
Stevedore I	12.85
Stevedore II	14.60
Technical Occupations	
Air Traffic Control Specialist, Center (2)	26.07
Air Traffic Control Specialist, Station (2)	17.98
Air Traffic Control Specialist, Terminal (2)	19.75
Archeological Technician I	13.83
Archeological Technician II	15.47
Archeological Technician III	19.16
Cartographic Technician	19.16

Civil Engineering Technician	19.16
Computer Based Training (CBT) Specialist/ Instructor	20.44
Drafter I	12.00
Drafter II	13.47
Drafter III	15.53
Drafter IV	19.16
Engineering Technician I	12.40
Engineering Technician II	13.51
Engineering Technician III	17.06
Engineering Technician IV	20.13
Engineering Technician V	21.87
Engineering Technician VI	25.02
Environmental Technician	16.90
Flight Simulator/Instructor (Pilot)	24.06
Graphic Artist	20.44
Instructor	20.44
Laboratory Technician	14.00
Mathematical Technician	20.13
Paralegal/Legal Assistant I	11.78
Paralegal/Legal Assistant II	13.95
Paralegal/Legal Assistant III	17.03
Paralegal/Legal Assistant IV	20.65
Photooptics Technician	20.13
Technical Writer	19.49
Unexploded (UXO) Safety Escort	16.57
Unexploded (UXO) Sweep Personnel	16.57
Unexploded Ordnance (UXO) Technician I	16.57
Unexploded Ordnance (UXO) Technician II	20.05
Unexploded Ordnance (UXO) Technician III	24.02
Weather Observer, Combined Upper Air and Surface Programs (3)	14.00
Weather Observer, Senior (3)	16.90
Weather Observer, Upper Air (3)	14.00
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.93
Parking and Lot Attendant	6.37
Shuttle Bus Driver	9.77
Taxi Driver	8.91
Truckdriver, Heavy Truck	14.87
Truckdriver, Light Truck	9.77
Truckdriver, Medium Truck	13.93
Truckdriver, Tractor-Trailer	14.87

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$1.92 an hour or \$76.80 a week or \$332.80 a month.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitu any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard including working with or in close proximity to explosives and incendiary materials involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal. Such as: Screening, blending, dying, mixing, and pressing of sensitive explosives pyrotechnic compositions as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, maintenance operations on sensitive explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard. Including working with or in close proximity to explosives and incendiary materials which involves potential injury such as laceration of hands, fumes of the employee engaged in the operation and, possibly adjacent employees, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work equipment being used.

All operations involving, unloading, storage, and hauling of explosive and incendiary ordnance material other than small arms ammunition. (Distribution of raw nitroglycerine covered under high degree hazard.)

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost to reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not

listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work on such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority: classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

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